



#### AMERICA'S ARMY: THE STRENGTH OF THE NATION™

# Presentation for the Military Operations Research Society

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# **Agenda**

- Diversity Definition
- Vision for Diversity
- Army Diversity Strategy
- Army Diversity Strategic Focus

## **Army Definition of Diversity**



The different attributes, experiences, and backgrounds of our Soldiers, Civilians, and Family members that further enhance our global capabilities and contribute to an adaptive, culturally astute Army.















### **Army Diversity Vision**

The national leader in embracing the strengths of diverse people in an inclusive environment ...investing in and managing talent, valuing individuals, and developing culturally astute Soldiers and Civilians who enhance our communities and are prepared for the human dimension of leadership and global engagements.





# **Army Diversity Strategy Map**

**Diversity Mission**: To develop and implement a strategy that contributes to mission readiness while transforming and sustaining the Army as a national leader in diversity.

Integrated Diversity **Expanded Human** Strategic **Leader Commitment Enhanced Cultural** Army-Wide Inclusive **High Quality** Dimension of and Leader Competency Outcomes & Accountability **Diverse Talent** Culture Development Leadership Skills Goal 1 Goal 2 Goal 4 Goal 5 Goal 3 Institutionalize Implement Leader Establish & Resource **Develop & Implement** Create & Maintain Goals Commitment & **Diverse Talent Diversity Structure &** an Inclusive **Diversity** Accountability Measures Management **Align Functions Training & Education Environment** Develop a diversity 1.1 Develop standards to 2.1 Implement business 3.1 Resource the HQDA Army 5.1 Benchmark existing climate intelligence systems **Diversity Office** competency model for all levels in a diversity context ensure accountability 4.2 Complete a gap analysis 1.2 Include in performance Develop an Army Diversity 5.2 Align policies with desired 3.2 Establish functions & management systems Outreach Program resource diversity staffs for diversity training & education diversity outcomes Major 3.3 Establish regulations for 1.3 Develop professional 2.3 Integrate talent 4.3 Develop & implement 5.3 Integrate diverse attributes **Objectives** development measures management processes diversity staffs & functions training & education strategy & experiences into mission Establish procedures to 3.4 Transform Military Equal 4.4 Develop institutional 5.4 Establish mechanisms to 1.4 Develop recognition & achieve diversity outcomes training & education packages reward programs Opportunity (EO) address multicultural challenges 3.5 Study role of Women in the 1.5 Create systems to measure 2.5 Enhance mentorship 4.5 Develop & implement an 5.5 Establish mechanisms for overall progress quidance and processes Army function executive level seminar inclusive practices Establish an executive-2.6 Develop and implement 3.6 Study role of HQDA EEO 4.6 Develop a model to assess 5.6 Develop tools to assess level diversity council succession planning function diversity training & education inclusive environments

# Army Diversity Strategic Focus GOALS LINK TO MISSION

Implement Leader Commitment & Accountability

Institutionalize Diverse Talent Management

Establish & Resource Diversity Structure & Align Functions

Develop & Implement
Diversity Training
& Education

Create & Maintain an Inclusive Environment

#### STRATEGIC OUTCOMES

#### **LEADERSHIP**

- Leader commitment & accountability
- High quality diverse talent
- Integrated Diversity and Leader Development

#### **MISSION EXECUTION**

- Enhanced cultural competency
- Expanded Human Dimension of Leadership Skills
- Army-Wide Inclusive Culture

#### **GLOBAL ENGAGEMENT** HUMAN DIMENSION OF CONFLICT CULTURALLY ASTUTE FORCE AGILE & ADAPTIVE LEADERS FUTURE OPERATING ENVIRONMENT **MISSION NATIONAL PERSONNEL** READINESS **READINESS IMPLICATIONS EVOLVING DEMOGRAPHICS** HUMAN DIMENSION OF LEADERSHIP COMPETITIVE LABOR MARKET INCLUSIVE ENVIRONMENT ATTRACTING DIVERSE TALENT HIGH PERFORMANCE YOUTH EDUCATION MANAGED TALENT PHYSICAL FITNESS HUMAN RELATIONS NATIONAL EXPECTATIONS

**INEVITABILITY:** Recruiting Talent = Recruiting Diversity

America's Talent Will Be Diverse



# YOUR QUESTIONS?



ARMY STRONG™



# **BACK-UPS**



# **Army Diversity Office History**

- May 2003: Commission on Officer Diversity (CODA) Study initiated
- June 2005: Army Diversity Office created in Army G1
- November 2007: Army Chief of Staff, General George Casey, announced creation of a Diversity Task Force
- **February 2008**: Secretary and Chief of Staff of the Army signed a Charter for the Army Diversity Task Force

  MISSION: Conduct a holistic assessment of Army diversity efforts and make recommendations that ensure implementation of a world-class diversity program
- July 2008: ADO produced and published an Interim Report with four recommendations
- November 2008: SA/CSA directed transition of ADTF to a revitalized Army Diversity Office with direct reporting
- April 2009: SA/CSA/SMA sign an Army Policy Statement on Diversity
- June 2009: Final ADTF (Draft) Report submitted for staffing
- August 2009: Developed, coordinated and executed Senior Executive Diversity Awareness Training
- November 2009: Completed final draft of ADTF Final Report and ADO Concept Plan
- January 2010: ADO realigned under the Assistant Secretary of the Army, Manpower & Reserve Affairs